

Dr. Sandra Graham — President
Dr. Marilyn Duran — Past President , ex-officio
Dr. Mark Shipman – President-Elect

Dr. Vicky Johnson – Secretary/Treasurer
Dr. Laurie McAdams - Parliamentarian

Faculty Senate Minutes
Monday, Date February 18, 2013

PRESENT:

Annette Albrecht, Robert Anderson, Kendra Bowen, Jesse Crawford, Art Dearing, Marilyn Duran, Sandy Graham, Reggie Hall, Matthew Hallgarth, Vicky Johnson, Laurie McAdams, Francine Pratt, Tommy Quarles, Harold Rathburn, Wendell Sadler, Mark Shipman, Manon Shockey, Alex Tanter, Sara Taylor, Mark Weber, Richard Willey, Cathy Wilterding

ABSENT:

Mircea Agapie, Rex Gamble

CALL TO ORDER:

The meeting was called to order by Dr. Graham at 3:03

APPROVAL OF MINUTES:

Ms. Wilterding questioned that the minutes read that freshman students living on campus would not be allowed to take totally online courses. Dr. Graham clarified that the minutes should state that freshman “Stephenville campus students” would not be allowed to take the online courses. Dr. Duran moved to approve the minutes of the last meeting pending this correction. Dr. Anderson seconded. Motion carried.

TREASURER’S REPORT:

Current balance is \$6001.70

ANNOUNCEMENTS:

- ▶ Next Faculty Senate meeting will be March 18. Guests will be members of the Executive Cabinet. Questions or concerns senators wish to be addressed should be forwarded to Dr. Graham.
- ▶ Dr. Graham and Dr. Shipman will attend the State Faculty Senators meeting in Austin where they will meet with senators from system schools. Forward topics or questions to Dr. Graham to share with senators from other institutions.
- ▶ Awards: Nominations are encouraged. The Regents’ Professor Award is \$3000 per year over 3 years to equal \$9000.

SPECIAL GUESTS

- ▶ Dr. Diane Taylor was unable to attend. She will come at a later date to talk about core curriculum, online courses, and the first year seminar course.

UNIVERSITY COMMITTEES:

Reports/Committee assignments

- ▶ Academic Council (Graham)
Discussions on freshman seminar, core curriculum, flat tuition rates, Dr. Freed talked about the advising center
- ▶ Budget Advisory Council (Tanter)
 1. The \$100,000 fund for new initiatives has been renamed the Rainbow Fund and will be subject to a review board for transparency
 2. Differential tuition: COBA is proposing \$19 extra per credit hour to fund new faculty
COST is proposing \$30 extra per SCH for Engineering, Computer Science, and Engineering Technology, Nursing and Medical Laboratory Science. Those proposals are under consideration and still must be approved by the Board of Regents. The reason for the proposal is that the cost of hiring faculty in these

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programs is significantly higher. COBA is also working toward AACSB accreditation that will require some new faculty hires.

3. Ms. Pratt inquired how transferring course fees to the deans' discretion will affect student activities associated with the courses. Course fees now will now be handled through the deans Those concerned with current use should talk with their deans.

- ▶ Curriculum Committee (Hallgarth)
No report
- ▶ SEMEC (none)
No report
- ▶ CII Advisory Council (Wilterding)
No report
- ▶ Employee Benefits Committee (Graham)
There is a SAP for service and retirement awards, but the committee is discussing how to honor people other than giving a plaque.
- ▶ University Planning Council (Graham)
See the updates on the webpage. All responses are there. They will meet next week to begin to discuss recommendations.
- ▶ University Calendar Committee (Johnson)
Dr. Johnson will meet with Jana Boatright this week to plan meetings.
- ▶ Diversity, Access and Equity Committee (Graham)
No report
- ▶ CLASS (Graham)
This is more of a task force. The committee met last Friday for reflections and discussed how to help faculty/student relationships.
- ▶ Faculty Handbook Committee (Shipman)
Stan Swam is putting together a draft of all chapters except #4 (Tenure and Promotion). The committee will be meeting again on Feb. 25. Let them know of specific issues regarding tenure and promotion. Regent Mendoza is also requesting looking at post-tenure review. Not all departments are following what's in the handbook.

TASK FORCES

Task Forces with Faculty Senate representation

- ▶ Adjunct Faculty Compensation Issues
Their recommendations are as follows, but have not yet been forwarded as an official report:
 1. Bring the pay scale up to the level of “geographically commensurate institutions”
 2. Entertaining a faculty line item per 6 adjuncts
 3. Adding specified adjuncts to two additional categories:
 - a. Affiliate Faculty: 2 courses \$18,000
 - b. Visiting Faculty: 4 courses \$36,000
 4. More rigorous training for adjunct faculty
- ▶ Competitive Faculty Compensation and Compression Issues
The committee will be meeting again this week. The charge is now excluding compression and inversion. Recommendations are due on March 15 (at least preliminary recommendations) for all of the task forces. Discussion on this issue included the following:
 1. The committee was told by Dr. Murray that Angie Brown in HR is addressing compression and inversion issues. However, some members of the committee feel that until we address internal issues, it will be difficult to address market issues.
 2. Compression and inversion has been a problem for years and has not yet been adequately addressed.
 3. Our market (what Tarleton is paying new hires) is out of line with the average market of comparable institutions. The new hires that cause salary inversion here therefore compound the compression/inversion problem.
 4. Faculty members are continually asked to “do more with less.”

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5. The question was posed as to whether comparable market calculations were done for the administrative level. Some students have requested information on administrative salaries through the Freedom of Information Act and have received it. Budget submission is the only information that is accessible in the library. This does not include salary adjustments that were made in October of 2012.
6. Another aspect of the budget that is gaining importance: to be considered by the deans is operating budget divided by SCH generation, the number of majors per program, and the number of graduates. This could also affect the use and pay of adjuncts. The Management department is one of the most efficient programs within this formula. Other programs that have a high overhead will not look as good.

▶ **Summer School Funding and Compensation**

The committee has met once. Mr. Minckler said he was not familiar with how summer school budget had been formed in the past. Dr. Graham said the suggestion was made to treat summer as another long semester. Another meeting is scheduled this week and they will be meeting weekly.

▶ **Greater Expectations**

No report

OLD BUSINESS

Smoking

Discussion continued regarding issues related to smoking and tobacco use on campus. There is already a campus policy regarding smoking. However, Dr. Dottavio has to give the Board of Regents Tarleton's smoking plan. Motion was made by Mr. Dearing that the Faculty Senate request that a task force be formed before a recommendation is made to the Board of Regents and that the Faculty Senate is represented on the task force. Ms. Wilterding seconded the motion. Motion passed. Dr. Shipman and Dr. Graham will forward the request.

Benefits

Dr. Graham is trying to get a meeting set up with Mr. Minckler to discuss these issues and will bring a report back to Faculty Senate after the meeting.

NEW BUSINESS

There was no new business.

OTHER:

There was no other business.

ADJOURNMENT:

Dr. Shipman moved to adjourn. Ms. Shockey seconded. Motion carried and the meeting was adjourned at 4:32p.m.